

PERMANENT EMPLOYMENT OPPORTUNITY

Application Development Analyst *Halifax, Nova Scotia*

About the Workers' Compensation Board of Nova Scotia

Workers' Compensation Board of Nova Scotia (WCB) is the province's provider of workplace injury insurance. We inform and inspire Nova Scotians in the prevention of workplace injury. But if it occurs, we support those whose lives it touches by championing a timely return to safe and healthy work. We also provide caring, compassionate support in the wake of workplace tragedy. Our employees describe the culture as Collaborative, Evolving, Service-Minded and Team-Focused.

About the Role

The Application Development Analyst (ADA) understands and supports multiple platforms and designs and develops and implements technical solutions to ensure maximum efficiency of business services. The ADA creates and sustains complex, integrated systems comprised of interconnected components used by business services. These components may be developed by WCB, commercial off the shelf software (COTS), vendor developed / configured software, solutions developed in externally maintained platforms or any combination of each.

For WCB managed solutions and/or components, the ADA develops and implements solutions and/or components to effectively enable business services, as well as providing on call support and resolution of issues. The ADA understands the design, implementation and constituent components of vendor managed solutions to ensure alignment with business needs and relevant standards. The ADA is the primary point of contact for all integration points between WCB managed solutions, vendor managed solutions, and third-party providers / partners in business services.

The ADA participates in the review of requests for changes to technology and provides technology leadership. The ADA researches technology solutions to evaluate potential and defines, documents and follows complex configuration management approaches, policies and procedures to implement solutions. The ADA guides and mentors ITS staff in expanding and developing their skill sets, informally and through structured knowledge transfer techniques. Also assists in the project planning and overseeing of the work of the assigned project team.

Your Experience & Skills

- A university degree in computer science or related field, such as mathematics, engineering or physics, plus a minimum of 3-5 years' experience in a systems development/technical/support/operational position.
OR
- A university degree plus completion of a 1-year certificate program in business computing from a recognized technical school, plus a minimum of 3-5 years' experience in a systems development/technical/support/operational position.
OR

- Graduation from a community college or technical school 2-year or 3-year program in business computing, plus a minimum of 3-5 years' experience in a systems/development/technical support/operational position.
- AND**
- Minimum of 5 years' experience designing, developing and implementing complex technology solutions comprised of multiple interconnected systems, including multiple combinations of custom development and configuration of COTS and/or other platform services.
 - Three (3) years' experience developing and scripting for software solutions, multiple designing patterns, and delivering technological services through multiple service delivery methods (e.g. managed services, software / platform / infrastructure as a service, and internal / external developed solutions).

We offer a competitive compensation package ranging from \$73,207 - \$91,452.

Application Details

Please email your resume and cover letter to hrdept@wcb.ns.ca by **4pm on February 14, 2025**. In the subject line of your email, please quote: **JV 09-25 EXT Application Development Analyst**.

We thank all candidates for their interest. Selected candidates will be contacted to participate in interviews. Please note: WCB is required to check all employment references before presenting an offer to the successful candidate.

Diverse & Inclusive Workplace

The WCB Nova Scotia is an equal opportunity employer, committed to an inclusive workplace culture and an accessible work environment where diversity thrives.

The WCB Nova Scotia is the province's provider of workplace injury insurance. Our people are safety champions with a caring, compassionate and can-do-attitude. At the WCB Nova Scotia, every employee is an important contributor to our organization's corporate goals. We strive to advance our inclusive workplace culture by weaving the social, cultural, visible, and invisible differences of our employees into our way of work. We also take inspiration from the diverse communities we serve across Nova Scotia.

We have adopted a foundational Inclusive Workplace Policy that strives to build upon our core values of safety, care and compassion. We stay in practice to increase our cultural competency and strengthen our relationships with community. The WCB Nova Scotia is committed to an inclusive recruitment process and workplace that is accessible and accommodating to individuals with disabilities and other protected characteristics to support their full participation in the recruitment process and workplace.

Accommodation Request

WCB Nova Scotia is an equal opportunity employer that is committed to working with job candidates and employees to request reasonable accommodation in a confidential manner. To request accommodation, please contact the Human Resource team by email at hrdept@wcb.ns.ca. All information received will be kept confidential.

To learn more about WCB Nova Scotia, visit www.wcb.ns.ca or connect with us on [LinkedIn](#).